

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re Application of: Scarborough et al.

Art Unit: 2129

Application No. 09/921,993

Filed: August 2, 2001

For: DEVELOPMENT OF ELECTRONIC
EMPLOYEE SELECTION SYSTEMS AND
METHODS

Examiner: Lut Wong

COMMISSIONER FOR PATENTS
WASHINGTON, D.C. 20231

DECLARATION OF DAVID J. SCARBOROUGH AND BJORN CHAMBLESS
UNDER 35 U.S.C. §1.132

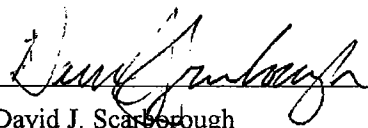
1. We, David J. Scarborough and Bjorn Chambless, are co-inventors named in the above-referenced patent application, along with Richard W. Becker, Thomas F. Check, Deme M. Clainos, Maxwell W. Eng, Joel R. Levy, Adam N. Mertz, George E. Paajanen, David R. Smith, and John R. Smith.

2. It is our understanding that the Examiner may reject the patent application based on the reference "Information-Theoretic Feature Selection for a Neural Behavioral Model," *Proceedings of the International Joint Conference on Neural Networks*, Vol. 2, July 15-19, 2001, pp. 1443-1448 ("the Article").

3. We have read and understand the Article.

4. The Article is a document that we submitted for publication while employed for Kronos Talent Management Inc. (then called "Unicru, Inc."), and the Article is our own work.

5. We hereby declare that all statements made herein of our own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under 18 U.S.C. § 1001, and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.



David J. Scarborough

9-28-08

Date

Bjorn Chambless

Date

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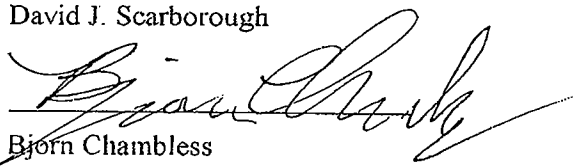
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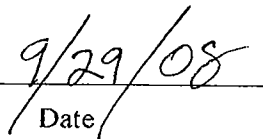
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